Manitoba

Annual Report
2011 - 2012

Aboriginal and Northern Affairs

His Honour the Honourable Philip S. Lee, C.M., O.M.
Lieutenant Governor of Manitoba
Room 235, Legislative Building
Winnipeg, MB R3C 0V8

Your Honour:

I have the privilege to present for your information the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2012.

Respectfully submitted,

Eric Robinson
Minister

Manitoba
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Honourable Eric Robinson
Minister
Aboriginal and Northern Affairs
Room 344, Legislative Building
Winnipeg, MB R3C 0V8

Dear Minister:

I have the honour and privilege of presenting the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2011. I am pleased to report that the Department continues to make progress on provincial priorities and wish to highlight a few of these areas:

The Department made substantial progress on the negotiation and implementation of Treaty Land Entitlement (TLE). Under the existing TLE agreements, First Nations may select or purchase a total of 1,423,110 acres. By the end of the fiscal year March 31, 2011, Manitoba had transferred approximately 583,046 acres or 41% of the total to Canada.

The Department completed the approval process for a Manitoba Metis Policy to fulfill one of the recommendations of the Aboriginal Justice Implementation Committee. The Manitoba Metis Policy was officially announced at a joint celebration with the Manitoba Metis Federation at the Legislative Building in November 2010.

The Department finalized the Metis Economic Development Strategy (MEDS) that aims to foster strong, healthy and self-reliant Metis families, communities and businesses, so the Metis quality of life is comparable to other Manitobans. The strategy contains a vision, strategic framework and portfolio of fourteen initiatives. In September 2010, Premier Selinger announced the creation of a $10 million Metis Economic Development Fund which will be operational by summer 2011/12.

Aboriginal and Northern Affairs continues at making progress in closing the gap in critical infrastructure and programs that impact community health and safety. The Department provided communities with capital allocations for needed infrastructure upgrades and equipment as well as the necessary training with a priority on community health and safety.

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The support provided to communities for the upgrading, operation and maintenance of community water and wastewater treatment facilities and waste disposal grounds continues to be a priority. Environmental Services Consultants continue to work with communities to maintain water and wastewater services and solid waste disposal sites, and to assist with the resolution of any operating issues as they arise.

In September 2010, the Community of Cross Lake became incorporated. This is a great achievement for a community to prove their ability at governing themselves. This is a good indication that northern communities are becoming more self reliant at managing their own municipal affairs. The Department is assisting several other communities at reaching the same status as Cross Lake.

I would like to take this opportunity to thank you for your leadership and support for the many initiatives that include enhancement of the education, health, housing, economic development and employment opportunities. These initiatives and partnerships support our objectives to close the gap in social and economic circumstances between Aboriginal people and northern Manitobans and other Manitobans, and to achieve an improved quality of life for Aboriginal people and northern Manitobans. Our efforts in these areas contribute to the self-determination and sustainability of Aboriginal and Northern Affairs and First Nations communities.

Respectfully submitted,

Harvey Bostrom
Deputy Minister

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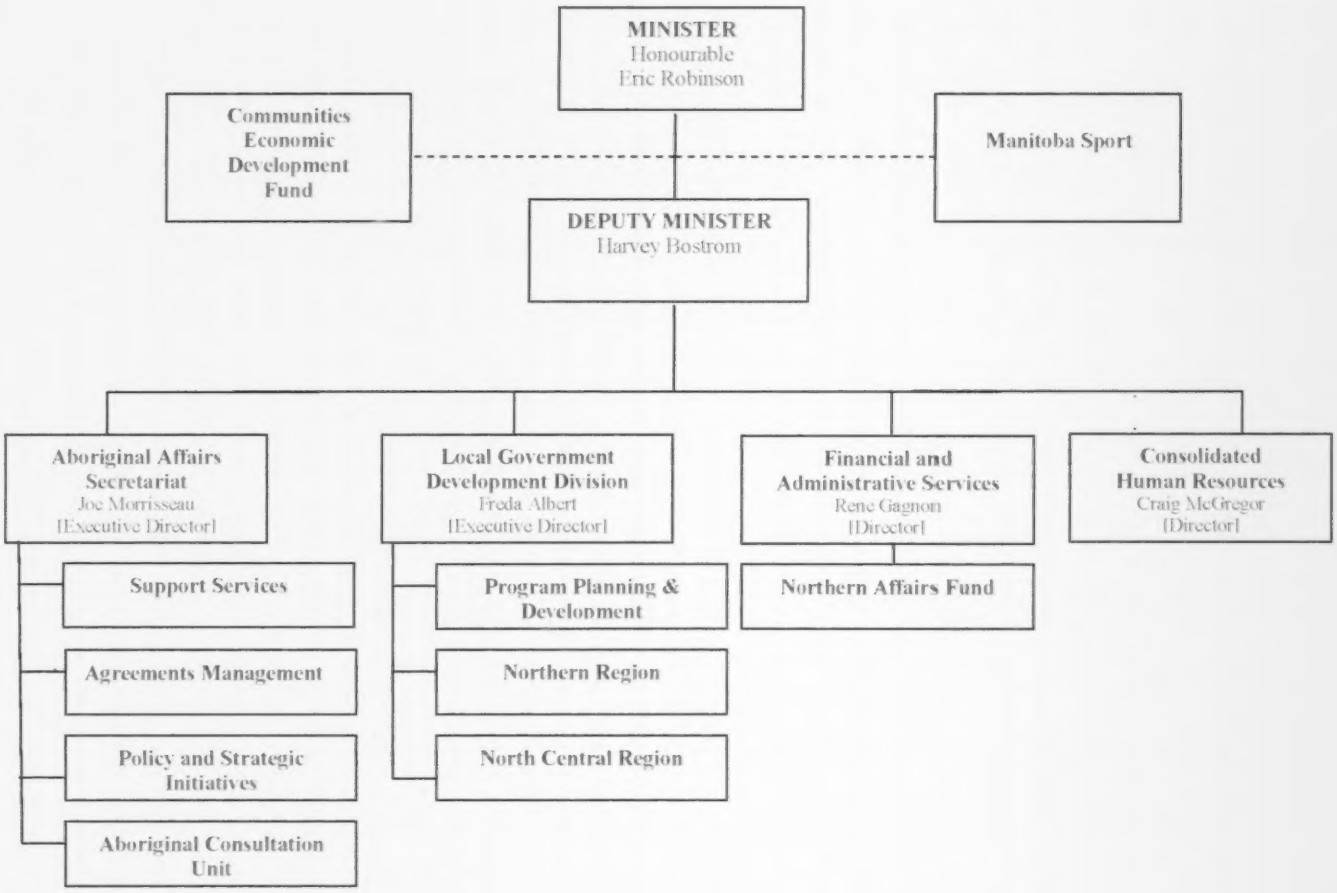
Organization Chart Manitoba Aboriginal and Northern Affairs as of March 31, 2011



Introduction

Report Structure

This Annual Report is organized in accordance with the departmental appropriation structure which reflects the Department's authorized votes approved by the Legislative Assembly. The Report includes information at the Main and Sub-Appropriation levels relating to the Department's objectives, actual results achieved, financial performance and variances and provides a five-year historical table of Departmental expenditures and staffing. Expenditures and revenue variance explanations previously contained in the Public Accounts of Manitoba are now provided in the Annual Report.

Departmental Vision

An improved quality of life and opportunities for Aboriginal and northern Manitobans.

Departmental Mission

Better services, opportunities and results for Aboriginal and northern Manitobans.

Departmental Goals

Closing the Gap
Closing the socio-economic gaps between Aboriginal and northern residents and other Manitobans specifically in the areas of education, health, housing, economic opportunities and employment.

Meeting Constitutional Obligations and Provincial Responsibilities
To fulfill Constitutional obligations and other provincial responsibilities to Aboriginal and northern communities.

Community Development
Healthy, safe and successful northern communities.

Self-Determination
Autonomous, accountable and sustainable Aboriginal and northern communities.

Legislation Administered

The Department of Aboriginal and Northern Affairs is responsible for the following legislation:

- *The Northern Affairs Act*
- *The Planning Act, (Part 9)*
- *The Communities Economic Development Fund Act*

Jurisdiction

As at March 31, 2011, there were 50 Aboriginal and Northern Affairs communities. The map on the following page shows the area included in northern Manitoba and the location of all designated Aboriginal and Northern Affairs communities over which the Minister has municipal authority.

Insert Map

Executive Support

Executive Support includes the offices of the Minister and the Deputy Minister and the Northern Regional Cabinet Offices located in Thompson and The Pas.

The Minister's Office provides leadership and policy direction for the Department.

The Deputy Minister's Office provides support to the Minister by providing information and advice. The office also provides executive leadership and operational direction for the development of programs and policies, the implementation of Departmental programs, and the collaboration and coordination across government with departments and agencies. The Deputy Minister also advocates for the development of good relations and partnerships with the federal government, the Aboriginal communities and organizations as well as the private sector. The Deputy Minister is the Chairperson of the Departmental Executive Committee.

The Northern Regional Cabinet Offices provide citizens in northern Manitoba with effective access to government by providing contact with members of Cabinet and by providing information regarding government programs and the provincial staff contacts for those programs.

The Department supports government-wide initiatives such as the Northern Development Strategy and the Northern Hydro Training Initiative which is a long-term plan to develop human resources in the North. The goal is to create opportunities for social and economic changes that benefit all northerners. At the heart of the strategies is the belief that the priorities, strengths and experiences of northerners must be an integral part to further northern development.

Various divisions of the Department are involved in Aboriginal specific policy and program development and program delivery as well as consultation with the Aboriginal communities and organizations in Manitoba.

19.1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Minister's Salary	37	1.00	46	(9)	
Total Expenditures	**37**	**1.00**	**46**	**(9)**	

19.1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	758	12.00	780	(22)	
Other Expenditures	265		265	-	
Total Expenditures	**1,023**	**12.00**	**1,045**	**(22)**	

Aboriginal and Northern Affairs Operations

Financial and Administrative Services

Rene Gagnon - Director

Financial and Administrative Services is located in Thompson. The Branch provides financial comptrollership, fiscal management, financial advice and administrative support services to the Department.

Financial and Administrative Services manages the Northern Affairs Fund. The Fund maintains two bank accounts to support and/or administer several programs for the benefit of northern communities. The objectives of the Fund are further described on pages 10 and 11 of this report.

The Director of Financial and Administrative Services fulfills the position of Access Coordinator for *The Freedom of Information and Protection of Privacy Act* and *Personal Health Information Act* and *The Public Interest Disclosure (Whistleblower Protection) Act*. The Director also provides French Language Services for the Department required by the French Language Services Act.

The Objectives of Financial and Administrative Services are:

- To provide fiscal management/comptrollership to the Department as delegated by government statutes/regulations and policies.
- To provide financial advice and support services to assist the Departmental divisions in the achievement of their goals and objectives.
- To ensure that all Departmental financial activities adhere to government regulations, policy, and guidelines including writing/amending Departmental financial policies so that they are consistent with those of the government.
- To provide financial analysis of all Departmental programs to Departmental managers.
- To prepare the Departmental estimates.
- To prepare the Department's annual report and quarterly cashflow projections including variance explanations.
- To manage and provide financial management/comptrollership of the "Northern Affairs Fund".

- To process Freedom of Information requests within specified deadlines.

Results:

- All financial transactions were monitored for compliance with government and departmental rules and regulations. Non-complying transactions were rejected. The Provincial Auditor noted no incidents of Departmental non-compliance.

- All support services were provided within established service standards.

- Advice provided resulted in:
  - the allocation of financial resources so that the maximum benefit was obtained,
  - the purchasing of goods and services in an economical, efficient and effective manner.

- Policies and procedures were reviewed and amended on a priority basis.

- Responded to all FIPPA requests per the requirements of the legislation.

- All financial matters that pertain to the Northern Affairs Fund were monitored and in compliance with the government and departmental policies.

- Departmental estimates were prepared in compliance with Treasury Board guidelines.

Sustainable Development Report

The Department is particularly interested in the increased participation of Aboriginal people and suppliers in this initiative. The key benefits anticipated through this initiative are:

- Stimulation of Aboriginal business development;
- Long term viability of Aboriginal businesses;
- Facilitation of enhanced Aboriginal business capacity;
- Creation of new employment opportunities; and
- Enhancement of the economic self-sufficiency of communities.

Aboriginal and Northern Affairs continues to strive to achieve the targets set out in the government wide initiative.

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service, and strengthens protection from reprisal. The Act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the Act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health or the environment; gross mismanagement; or, knowingly directing or counseling a person to commit a wrongdoing. The Act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the Act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the Act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the Act, and must be reported in a department's annual report in accordance with Section 18 of the Act.

The Department of Aboriginal and Northern Affairs is pleased to report that during the 2010–2011 fiscal year there were no issues/matters pertaining to any section of this Act.

19.2(a) Financial and Administrative Services Division

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	293	4.00	305	(12)	
Other Expenditures	100		94	6	
Total Expenditures	**393**	**4.00**	**399**	**(6)**	

Northern Affairs Fund

Rene Gagnon - Director

The Minister of Aboriginal and Northern Affairs has the authority under Section 11 of *The Northern Affairs Act* to open and maintain bank accounts for the operation of the Northern Affairs Fund. The fund maintains two bank accounts. One account is the "Specific Purpose Funds Account." This account is used to account for all monies advanced to the Minister for any specific purpose. The main purpose is to administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*. Other specific activities include the Municipal Employees Benefit Plan (for community employees), cottage sub-division levies and various northern programs/projects administered by Aboriginal and Northern Affairs for other government departments and other agencies.

The second account is the "Taxation Account". This account is used to account for all monies received by virtue of the Minister's municipal taxation powers (per Section 5 of *The Northern Affairs Act*). *The Assessment Act* and *The Municipal Affairs Act* apply to the municipal tax collection system.

Branch staff administer the activities of the Northern Affairs Fund within applicable statutes and regulations in a manner consistent with Departmental policies for the development of local government autonomy. Branch staff monitor individual Aboriginal and Northern Affairs communities' financial and operational results by requiring that community auditors provide an opinion on their financial statements, report on adherence to various Acts, Regulations and Agreements, and provide a management letter commenting on the community's management control procedures. Branch staff review these reports and advise appropriate management of significant deficiencies and make recommendations for corrective action.

The Objectives of the Northern Affairs Fund are:

- To administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*.

- To provide accounting and trust services in support of the delivery of various government programs.

- To administer the property tax system within the jurisdiction of Aboriginal and Northern Affairs in a manner consistent with accepted municipal practices.

- To administer the Municipal Employee Benefits Program for northern communities.

- To administer the Community Audit Program including analysis of the audited financial statements, audit reports and management letters and report analysis results to management.

- To provide accounting and trust services to cottage subdivisions within Aboriginal and Northern Affairs' municipal jurisdiction.

- To prepare the Northern Affairs Fund financial statements.

Results:

- The total revenue in the Fund for 2010/2011 was $26,430,688. The major sources of revenue were:

  $16,230,354 from Aboriginal and Northern Affairs' appropriations;
  $2,269,264 in tax revenue;
  $2,492,374 in General Grant Assistance funds distributed to northern communities and First Nations in Manitoba;
  $512,629 collected in Service Levy fees from 18 cottage subdivisions in northern Manitoba.

- Administered the "Municipal Employees Benefit Plan (MEBP)" for the benefit of employees in 26 northern communities.

- During the fiscal year ending March 31, 2011, the Department received audits for the 2009/10 fiscal year. Of the 34 communities requiring an audit opinion, 33 communities received an unqualified audit and 1 received a qualified audit. There were no audit denials.

19.2(B-4) Northern Affairs Fund

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	257	4.00	249	8	
Other Expenditures	56		53	3	
Total Expenditures	**313**	**4.00**	**302**	**11**	

Local Government Development

Freda Albert - Executive Director

The Executive Director advises the Minister and Deputy Minister on matters related to policy and program development and implementation and the delivery of municipal services and infrastructure in the unorganized territory. Programs and Operational Support develops and facilitates inter-departmental partnerships that support community and economic development in northern Manitoba. It also supports the development of local government and promotes incorporation as a means for communities to realize greater autonomy. It leads and supports the activities of three operational units - the Northern Region, the North Central Region and the Program Planning and Development Branch, collectively referred to as the Local Government Development Division.

The Local Government Development Division supports and facilitates the provision of municipal services and infrastructure in 50 designated communities in the unorganized territory of northern Manitoba as defined by the *Northern Affairs Act*. The Division is committed to the advancement of independent, sustainable local government through a process of partnership and consultation. This commitment is guided by three objectives:

Good Governance – To support the development of responsible local government through elected community councils and the effective and efficient delivery of municipal services.

Improved Quality of Life – To promote safe and healthy communities with a focus on safe drinking water, protection of the environment, recreation and wellness programs that meet local needs, public safety and strategic economic development in support of sustainable communities and a stronger economy in northern Manitoba.

Holistic Community Development – To support and facilitate development initiatives that are community-driven, sustainable and collaborative, in partnership with community councils and other provincial departments, jurisdictions and organizations.

Activities during 2010-11 in support of these three objectives included:

Community Consultation

- Regional workshops were held March 1st to 3rd 2011 in Dauphin and on March 8th to 10th in Thompson for elected members of community councils and community administrative staff. Approximately 63 participants representing 33 communities participated. The Northern Association of Community Councils' (NACC) President and Executive Director attended both sessions as observers.

- The first day of regional meetings was dedicated to a "Next Steps" consultation process. Communities participated in a number of exercises designed to identify community priorities and needs by means of a survey and facilitated discussion groups. The second day included an orientation on roles and responsibilities for council members, presentations on protective services and recreation programs, the role of Local Government Development consulting staff, the 2011 Census, understanding financial statements and a presentation on how funding is determined for community operations and maintenance. The final day was devoted to professional development with a facilitated workshop on understanding and addressing organizational conflict.

- At the Northern Association of Community Councils' (NACC) 40th Annual General Assembly, the Department hosted a one day information session for community mayors, council members and administrative staff on August 17, 2010. Sessions presented over the course of the day covered a variety of topics including climate change, the Waste Reduction and Recycling Support Program, the Aboriginal Procurement Initiative, Community Futures Manitoba and workplace safety and health. On August 18th departmental staff participated in regional meetings with elected community representatives.

Capital Grants Program

This program provides financial support to communities for municipal infrastructure and equipment, and offers consulting services and support for the development of project planning and delivery capacity at the community level. Enhancing infrastructure in northern communities has a direct impact on the quality of life and opportunities for community economic development.

The Department received approval for 17 capital projects for the 2010/11 fiscal year for $8,972,700 through the Loan Act.

- In the 2010-11 fiscal year, the following projects (exclusive of studies or surveys) were completed or at a stage of substantial performance by year end:
    - Meadow Portage Water Treatment Plant
    - Brochet Fuel Tank
    - Cross Lake Administration Building/Fire Hall
    - God's Lake Narrows Water Treatment Plant
    - Ilford – Moosenose Lake Breach
    - Pelican Rapids – repair of fire damaged community hall
    - Sherridan Wastewater Treatment Plant
    - Sherridan Water Treatment Plant
    - Wabowden Council Office

19.2 (B-1) Programs and Operational Support

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	216	3.00	237	(21)	
Other Expenditures	88		88	-	
Community Operations	10,149		10,149	-	
Regional Services	486		486	-	
Grants	323		323	-	
Northern Healthy Foods Initiative	585		585	-	
Capital Grants	4,199		4,069	130	
Community Capital Support	1,032		1,032	-	
Total Expenditures	**17,078**	**3.00**	**16,969**	**109**	

Northern and North Central Regions

The Local Government Development Division serves 50 designated communities through regional offices located in Thompson and Dauphin with sub-offices in The Pas and Winnipeg. The Division is responsible for the provision of consulting and advisory services related to the planning, administration and delivery of municipal services and capital projects. Other responsibilities include the coordination of service delivery by other provincial government departments and strategic partnerships with other government departments and agencies to improve the social, economic and environmental conditions in northern communities.

Staff working out of the regional offices and sub-offices delivered the following programs throughout the fiscal year:

Municipal Administration Program

The Division's Municipal Development Consultants provided on-going support throughout the year to elected councils and community administrative staff in areas of accounting and administration, planning, financial management and reporting.

- Of 34 audits performed for 2009-10 on community financial statements there was only one qualified audit and 33 unqualified audits.

- A workshop for community administrative officers (CAOs) was hosted by the Department in Winnipeg on November 16-18, 2010. Twenty-six participants from communities in both the North and North Central regions attended.

- In addition to being a good networking opportunity for CAOs, the workshop topics on day one included new accounting requirements recommended by the Public Sector Accounting Board (PSAB), a presentation on workplace safety and health and Workers' Compensation, human rights, incorporation and capital program review. On the second day a professional development workshop on project management was delivered. The final day covered topics that included land issues and land use planning, revenue and VLT grants and a presentation by NACC on nutrition.

- Significant developments this year include Harwill, Dauphin River and Dawson Bay's return to self-administered status from trust; Ilford Community Council's return to self-administered status from co-management and; the incorporation of Cross Lake Community Council on September 16, 2010.

Environmental Services Program

Support for the upgrading, operation and maintenance of community water and wastewater treatment facilities and waste disposal grounds continues to be a priority. Environmental Services Consultants continued to work with communities to maintain water and wastewater services and solid waste disposal sites and to assist with the resolution of any operating issues as they arose.

A major component of the Environmental Services Program is the water treatment and wastewater treatment upgrading program. The upgrading strategy, based on engineering studies conducted between 2001 and 2003 originally planned to be fully complete over a 10 year period. This schedule has been extended due to significant cost escalation. Aboriginal and Northern Affairs is addressing water systems on a highest priority basis. Pre-design reports, funding applications, designs and project delivery are ongoing.

Water and Wastewater Infrastructure

- To year end, upgrades are complete for 16 of 38 water treatment plants and 18 of 28 wastewater treatment facilities.

Water & Wastewater Operator Certification

- To continue our support of community operators in acquiring the essential skill levels required for success in the water and wastewater operator certification process, a partnership was developed between Workplace Education Manitoba (WEM) and Aboriginal and Northern Affairs, which included the establishment of a training component that can provide skill development and assistance to the operators in preparing for written exams.

- The required skill development was determined through the completion of an individual assessment which identified the type of training required along with recommended timelines. The North Central Region held their assessment in April 2011 with 21 operators participating in the assessment. On completion of the assessment WEM reviewed the results and identified a timeframe and the individual skill development required. The range of this training extends from one operator having the skill level to challenge the RRC/UCN written exam to extending the training over a period of months prior to taking the written exam.

- The short term goal of this initiative is to continue the skill development of the operators in order to successfully complete the certification exam. The longer term goal is for water and waste water operators to become designated trades under Apprenticeship Manitoba and that process was under way at year end.

Public Works Program

Technical and Public Works Consultants work with community councils and their public works employees on an on-going basis to facilitate the optimum maintenance of community infrastructure and development of community self-sufficiency in the public works area.

- Departmental staff and contracted consultants conducted community infrastructure audits during the third quarter.

- Between February and August of 2010, a community-based public works employee training pilot program was delivered in the community of Ilford. The program was very successful with a range of technical skills being taught "on the job". By the end of the program the community's public works employee had not only learned new skills, but had applied them in completing selected renovations and repairs to community infrastructure.

Workplace Safety and Health

As part of the WPSH legislative requirements Departmental Consultants continue to conduct inspections of community workplaces and work with communities on the development of prevention plans including implementation of procedures in conformance with regulations, accessibility of personal protective equipment and maintenance of training records.

- Information and training opportunities have been delivered throughout the year to community public works employees, elected officials and administrative staff to increase awareness of required safety practices.

Public Works Employee Workshops

- Fourteen participants from 13 communities attended a three-day workshop held January 18th to 20th, 2011 for public works employees from communities in the North Central Region. Day one of the workshop focused on injury prevention and blueprint reading. Day two covered Workers Compensation Board basics, a session on fire prevention inspections and how to perform infrastructure inspections. Day three was a professional development day devoted to report writing.

- A similar workshop was hosted by the Northern Region in Thompson February 1st to 3rd. The workshop was attended by 13 participants from 10 communities. The material covered included winter road safety, injury prevention, fire prevention inspections, apprenticeship, personal protection (asbestos), water testing and reporting, the proposed Waste Reduction and Recycling Support Program (WRARS), injury claims (WCB), scaffolding, infrastructure inspections and report writing.

Community and Resource Development Program

Community and Resource Development Consultants continue to work with community officials and representatives on the implementation of economic development strategies based on identified local opportunities.

- Through a partnership between the departments of Family Services and Housing and Aboriginal and Northern Affairs, an office of Northern Housing was established. Development of this office continues under the new Department of Housing and Community Development. The Executive Director of Northern Housing, with staff support from both departments, is implementing a new delivery model for Manitoba's housing services in the north. There will be a particular focus on improving the condition of social housing.

- Staff continues to monitor the Community Development Officer (CDO) pilot project and mentor CDO's in Seymourville, Camperville, Cross Lake and Norway House. Local CDOs have responsibility for creating strategic economic development plans in cooperation with local community development corporations.

- The Department continues to support and encourage community participation in Capturing Opportunities (formerly Rural Forum) and Vision Quest and keeps community councils informed of any other economic development events within the province.

- In November 2009 the University College of the North (UCN) launched a new program aimed at giving First Nations communities throughout Manitoba some of the tools needed for long-term economic stability. The Community Development and Administration Program (CDA) is the result of collaboration between Manitoba Aboriginal and Northern Affairs, Keewatin Tribal Council, Swampy Cree Tribal Council and Manitoba Keewatinowi Okimakanak Inc. (MKO). Twenty-seven students from northern Manitoba originally enrolled in the program. The enrollment as of October 2010 was 20 students. The students are from various administrative and community economic development officer back grounds.

- Departmental staff worked during the year with Local Government, Community and Regional Planning to implement a strategy to address development plans and zoning by-laws regionally.

- In September 2010, the Norway House Community Council launched a community owned radio station broadcasting under the call sign CKNH on the local FM frequency at channel 102.7. The radio station is being operated by Norway House Community Development Corporation. This service will enhance community wide communications that are critical for community and economic development.

- On July 12, 2010 MKO and ANA partnered to launch the third Annual Summer Students Commuter Project. Eleven students from Wabowden and Nelson House commuted to and from Thompson for a 5 day pre-employment training and 20 day work experience opportunity. Following training, students engaged in life altering work experiences at 4 Thompson area businesses. The project ended on August 13th 2010 with a graduation ceremony sponsored by the Nisichawayasihk Cree Nation. Those attending included parents, employers, sponsors and project stakeholders. Sponsors included Vale, MKO, Northern Youth Empowerment Initiative, MB4Youth, North Central Development Community Futures, Nelson House Cree Nation and Manitoba Aboriginal and Northern Affairs.

Protective Services Program

The regions, through the protective services program continue to work with communities to address their emergency planning and community fire and crime prevention programs. Assistance is provided in the development and maintenance of community emergency plans, community fire departments and community constable programs. This is done in collaboration with the Office of the Fire Commissioner, Manitoba Emergency Measures Organization, Manitoba Justice and the RCMP. The position of Protective Services Consultant for the Northern Region was vacant at year end.

Constable and Fire Programs

Both the community fire and constable programs are under review to identify areas for improvement in terms of communications, equipment, training and program criteria. Recommendations from the reviews will be used for continued improvement in these program areas and to enhance public education at the community level.

Recreation and Wellness Program

Recreation consultants work in partnership with community recreation staff and elected representatives, other departments, agencies and stakeholders to promote recreation and wellness programming, provincial initiatives and the recommendations of the Healthy Kids, Healthy Futures Task Force. In particular, emphasis has been placed on building relationships and working in collaboration with the health sector and Manitoba Justice to promote and support recreation programming to address common goals.

- Over the course of the summer Northern Region recreation staff coordinated the delivery of fitness certification training in Thompson by the Manitoba Fitness Council. Participants from 5 ANA communities, 3 First Nations and the City of Thompson (17 in all) received instruction in Fitness Theory and then specialized training in Group Fitness and Resistance Training. The last step to achieving certification as a fitness instructor is First Aid/CPR training which took place in November, 2010 resulting in participants from three communities becoming certified to lead fitness programs in their communities.

- Recreation staff from Dauphin delivered an orientation session for youth workers from Matheson Island.

- Representatives from 11 communities, with support from the Department attended the annual Recreation Connections Conference in February.

- Regional staff from Thompson delivered a workshop on recreation programming to participants in the Burntwood RHA CDPI conference held in early March. Eight ANA communities participated in this training opportunity along with other conference attendees.

- A community survey on crime and crime prevention was conducted in the third quarter. Twenty-three communities responded to the survey. Documenting community concerns was the first step in development of a strategy to promote the use of recreation programming as a means for youth crime prevention.

19.2(B-2) Northern Region

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	989	16.00	1,106	(117)	
Other Expenditures	365		358	7	
Total Expenditures	**1,354**	**16.00**	**1,464**	**(110)**	

19.2(B-3) North Central Region

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	1,011	15.00	1,014	(3)	
Other Expenditures	291		298	(7)	
Total Expenditures	**1,302**	**15.00**	**1,312**	**(10)**	

PROGRAM PLANNING AND DEVELOPMENT (PPD)

The Program Planning and Development Branch provides consistent policy and program development as well as support for strategic and operational planning and performance measurement; also communication services, resource material development, research and analytical capability in support of local government and community development.

Program Planning and Development Branch staff is assigned to various program areas and is responsible for program review and innovation. In addition to support provided to specific program areas, the Branch achieved the following during 2010-11:

Building Independence Program

- This program is a continued partnership between Aboriginal and Northern Affairs, Family Services and Consumer Affairs and Entrepreneurship, Training and Trade. The program supports employment opportunities in Northern Affairs communities for participants on income assistance. Four communities submitted project proposals and nine participants received support.

Northern and Remote Water Smart Initiative

- This program funded by Aboriginal and Northern Affairs and delivered to northern communities by the Lifesaving Society, Manitoba Branch provides in-water training sessions for youth of all ages with the goal of participants attaining the Lifesaving Society's nationally recognized Swim to Survive® skills. During week-long community visits instructors also offer Boat Operator Accredited Training (B.O.A.T.) and issue permanent Transport Canada approved – Pleasure Craft Operators (PCO) licenses. Classes and certification in First Aid/CPR Level A are also available.

- In 2010 programs were delivered in a total of 33 communities and First Nations. A total of 639 children and youth were registered in the Swim to Survive classes. Five hundred and thirty people were registered for the BOAT course in 28 of the 33 communities visited with 485 passing. The First Aid/CPR Program attracted 377 people of which 353 were certified following the final FA/CPR-A exam. In addition to these programs, personal floatation devices (PFDs) were distributed to each of the communities through the provincial PFD Loaner Program.

- In January, 2011, the Lifesaving Society initiated the first phase of a lifeguard training program for selected northern and remote community members from across Manitoba. Seven participants from six communities received an intensive five days of swimming drills, physical rescue drills and hands on first aid training. Five candidates successfully completed all their levels of training and received their lifeguard certification. The next phase of this initiative will see candidates enrolled in a National Lifeguard Service (NLS) course and Lifesaving Instructor course.

Northern Healthy Foods Initiative (NHFI)

The Department along with Manitoba Agriculture, Food and Rural Initiatives, Manitoba Health, and Healthy Child Manitoba continue to work together through a management committee on implementation of the Northern Healthy Foods Initiative.

- Five regional partners and special projects can potentially reach 70 communities including a project by Frontier School Division that has implemented a food, plant and soil curriculum in northern schools while extending gardening and greenhouses out into the community.

- Our partnership with the Provincial Chronic Disease Prevention Initiative is providing opportunity to expand NHFI programming in northern communities delivered through the Burntwood, Parkland and NOR-MAN Regional Health Authorities.

- In the 2010 growing season there were over 735 gardens planted with over 1,000 gardeners participating. Thirty five greenhouses and geodesic domes, all used to extend the growing season, were in operation or preparing for operation in the next growing season. Ten communities including 21 families maintained small scale livestock operations (chickens, turkeys, geese and goats).

- The Revolving Loan Freezer Purchase Program continues to expand to other communities and increasing the numbers of freezers distributed to low income families. Two of the regional partners have programs that are sustainable and fully revolving. To year end a total of 428 freezers have been delivered since the inception of the initiative.

- Annual funding to the Child Nutrition Council of Manitoba has increased the number of northern schools participating in school nourishment programs. The additional funding has realized successes such as improved social skills and behavior, increased attendance and improved healthy eating practices and overall student performance.

- Funding was provided to Growing Local Productions to produce an educational documentary film about the Mel Johnson School gardening project that began with the implementation of the Veggie Adventures Educators Curriculum in Wabowden. This documentary film follows the teachers and their students for a season of seeding, planting, harvesting, preserving and ultimately celebration of the fruits of their labour at the school's annual community harvest display and feast. The Mel Johnson School Project received acknowledgement from the David Suzuki Foundation, and Frontier School Division Representatives were invited to speak at the United Nations Commission on Sustainable Development. The DVD was screened at the Eco-Focus Film Festival in Athens, Georgia where it won the "Most Inspirational Film" award.

- Funding to support an independent film in DVD format, entitled "Mother Nature's Pantry – Food from the Forest" which is intended to increase the awareness and harvesting of natural nutritional foods found in the Boreal Forest in Northern Manitoba. The DVD features the producer travelling through the Boreal Forest chronicling the search for native plants and trees that were commonly used by her ancestors for consumption and medicine. The DVD provides traditional knowledge concerning the health and healing benefits derived from the native plants, promotes country foods that can be harvested as a sustainable economical alternative for healthy food choices, and provides instructions on how to identify traditional foods and plants, when to harvest and how to process, clean, cook, freeze and can food for later use.

- Partners and projects have accessed additional funding from other sources for activities in 2010/11 totaling $386,000.00. In-kind project contributions to date total $255,855.14. Manitoba Healthy Living Youth and Seniors provided $50,000.00 to supplement activities.

Northern Youth Empowerment Initiative (NYEI)

This is a program that closes the gap and provides access to new opportunities for northern youth. Programs like the Cross Lake Army Cadet Corps which the NYEI supports are having a profound impact on individual youth and their communities.

Outcomes being sought include: an overall decrease in conditions such as suicide, addictions and gang involvement; reduction of criminal activity and increased community safety; increased life options/opportunities for youth; improved school attendance and completion rates; improved labour force outcomes and; enhanced citizen involvement. These outcomes can be realized by giving youth a chance to build self-esteem and experience success.

Over the past year support has been provided for the following youth programs:

- Community of Cross Lake, Army Cadet Program
- Shamattawa First Nation, Horticultural Project
- ICTAM (Grand Rapids First Nation), ICT Aboriginal Youth Challenge
- War Lake First Nation, Summer Leadership/Winter Adventure Programs
- MKO, Student Commuters Program
- Hollow Water First Nation, Youth Centre
- Community of Cormorant, Tae Kwon Do Club

19.2(B-5) Program Planning & Development Services

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	585	8.00	590	(5)	
Other Expenditures	136		136	-	
Total Expenditures	**721**	**8.00**	**726**	**(5)**	

Aboriginal Affairs Secretariat

Joe Morrisseau – Executive Director

The Aboriginal Affairs Secretariat's four Branches - Policy and Strategic Initiatives, Agreements Management, Aboriginal Consultation Unit and Support Services are focused on efforts to improve quality of life for Aboriginal and northern Manitobans and to promote a relationship of mutual understanding, trust and respect between the provincial government and Aboriginal and northern Manitobans.

The Secretariat influences policy and development of initiatives to create positive change in government and communities, and supports development in Aboriginal and northern communities by providing financial and technical resources.

The Secretariat assists First Nations and northern communities with self-government agreements and the negotiation and implementation of settlement agreements related to hydro-electric development in northern Manitoba, treaty land entitlement and other land-related matters.

The Secretariat ensures that Manitoba meets its legal and Constitutional responsibilities to consult with First Nations and Aboriginal communities before making decisions that might affect the exercise of Treaty or Aboriginal rights.

Objectives:

- To influence development and delivery of policies, programs and services that result in safe, healthy and secure environments.
- To conclude agreements related to the adverse effects of hydro-electric development, treaty land entitlement and other land-related matters.
- To fulfill provincial obligations and meet responsibilities resulting from agreements and other initiatives.
- To ensure that consultations on government decisions that might affect the exercise of Treaty or Aboriginal rights are conducted in a meaningful way.
- To increase community confidence, knowledge and leadership skills.
- To develop meaningful partnerships between Aboriginal and northern people and all levels of government.
- To build a workforce representative of Aboriginal and northern people.
- To promote a more sustainable entrepreneurial and community economic environment.

- To provide administrative management services, technical research and special project support for the Secretariat.

The program specific activities are provided under separate headings.

Support Services

Activities:

- Provided the Department with coordination and monitoring of information technology activities.
- Provided Aboriginal Affairs Secretariat with quality administrative management services, including financial administration, human resource services, management reporting, information technology management, and administrative support services.
- Provided Aboriginal Affairs Secretariat with technical research and special project support.

Results:

- Coordinated and monitored Departmental information technology activities for adherence to standard government policies and practices.
- Financial resources allocated for the maximum benefit.
- Efficient and effective use of human resources in reaching the program objectives.
- Support services were provided within established service standards.

19.2(C-1) Support Services

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	381	6.00	362	19	
Other Expenditures	81		81	-	
Total Expenditures	**462**	**6.00**	**443**	**19**	

Agreements Management

To negotiate and coordinate the fulfillment of Manitoba's obligations under hydroelectric development, treaty land entitlement and other land and natural resources related agreements.

Activities:

Established and maintained working relationships with provincial government departments, other jurisdictions, various organizations and other interests in support of agreement efforts that impact municipalities, aboriginal communities and First Nations.

Continued settlement agreement discussions relating to the adverse effects of hydroelectric developments with the Aboriginal and Northern Affairs communities of Norway House, Cross Lake, Thicket Portage and Pikwitonei.

Continued the negotiation of the Land Exchange Settlement Agreement (Salt Point Road/PR 276) with Skownan First Nation.

Continued negotiations with the Nunavut Inuit for the settlement of Inuit claims to land and harvesting rights in northeast Manitoba.

Secured approval to provide Crown land, with conditions, to the Sayisi Dene for a Manitoba land contribution towards resolution of the Sayisi Dene's Relocation Claim with Canada.

Continued discussions with OPCN relating to the formation of the South Indian Lake Resource Management Board.

Continued the negotiation and implementation of Manitoba's obligations under the Northern Flood Agreement (NFA) with Cross Lake First Nation through yearly Action Plans worth approximately $5.6 million each year.

Coordinated and/or participated in the NFA arbitration process for Cross Lake First Nation and other individual claims under the NFA.

Continued implementation activities related to NFA Comprehensive/Master Implementation Agreements (CIAs/MIAs) with Tataskweyak Cree Nation (formerly Split Lake Cree First Nation), Nisichawayasihk Cree Nation (formerly Nelson House First Nation), York Factory First Nation and Norway House Cree Nation.

- Coordinated and/or participated in the land transfer process for lands designated to be reserve under NFA CIAs/MIAs.
- Coordinated and/or participated in the land transfer process for fee simple lands.

Continued implementation activities related to the four Grand Rapids Forebay Agreements (Chemawawin Cree Nation, Easterville Community, Moose Lake Community and Mosakahiken Cree Nation).

Continued participation on the Cedar Lake, Moose Lake, Cormorant, Split Lake, Nelson House, York Factory, Norway House and Fox Lake Resource Management Boards and the Nelson River Sturgeon Management Board.

Continued implementation responsibilities related to the Fox Lake Cree Nation Impact Settlement Agreement:

- Fee simple land transfers.
- Continued participation on the Harmonized Gillam Development Committee and Land Use Planning Committee with Manitoba Hydro and Fox Lake Cree Nation.

Continued involvement with Canada and O-Pipon-Na-Piwin Cree Nation (OPCN) community residents in planning and effecting the transfer of lands within the community to be set apart as reserve.

Continued implementation of nine Treaty Land Entitlement (TLE) Agreements (29 Entitlement First Nations) between Manitoba, Canada and the signatory First Nations. totalling 1,423,110 acres.

- Worked with Canada, the Entitlement First Nations, the Treaty Land Entitlement Committee, provincial departments, provincial agencies and various stakeholders to resolve and address land selection and related issues.
- Provided information regarding the implementation of provincial TLE to provincial departments, municipalities and other stakeholders, including the Manitoba Lodges and Outfitters Association and the Assembly of Manitoba Chiefs.
- Continued to meet with the TLE First Nations to assist with the land transfer process.

Coordination of and participation in northern development activities and initiatives:

- Participated with provincial departments and external agencies on the Board of Directors for the Churchill Northern Studies Centre.

Major Accomplishments include:

- As of March 31, 2011, Manitoba has transferred approximately 583,046 acres of Crown land and residual interests in acquisition land to Canada relating to provincial obligations under Treaty Land Entitlement.

- Continued negotiations with the Nunavut Inuit for the settlement of Inuit claims to land and harvesting rights in northeast Manitoba.

- Secured approval to provide Crown land, with conditions, to the Sayisi Dene as Manitoba's contribution toward settlement of the Sayisi Dene's Relocation Claim with Canada.

- Manitoba and Manitoba Hydro continue to work with Cross Lake First Nation on implementing the NFA through yearly Action Plans worth approximately $5.6 million each year. The Community Information Office continues to offer information on NFA implementation and related efforts, the yearly Action Plans, claims and various employment opportunities to Cross Lake residents.

19.2(C-2) Agreements Management

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	589	7.00	588	1	
Other Expenditures	276		129	-	
Recovery from Enabling Vote	(147)		-	-	
Agreements Implementation	1,278		1,281	(3)	
Total Expenditures	**1,996**	**7.00**	**1,998**	**(2)**	

Policy and Strategic Initiatives

The Policy and Strategic Initiatives Branch promotes innovative policy and program development through the identification of needs, assets, and aspirations of Aboriginal and northern Manitobans. The Branch provides support to policy and program development through the timely provision of accurate and relevant information, and through the development of partnerships with the Aboriginal communities/organizations, other government departments, other levels of government, and the private sector. In addition, Policy and Strategic Initiatives:

- works with Aboriginal communities and organizations, government departments, agencies, other levels of government and industry to develop policies and programs that enhance and promote the well being of Aboriginal and northern Manitobans;
- negotiates and implements self-government options;
- provides and leverages financial and technical resources in support of Aboriginal capacity building initiatives;
- fosters and communicates in a manner that contributes to a relationship founded on mutual understanding, trust and respect among the provincial government and Aboriginal and northern Manitobans;
- brings focus to quality of life issues facing Aboriginal Manitobans; and
- provides a global perspective to other departments of progress toward achieving improvements to the quality of life for Aboriginal and northern Manitobans.

ACTIVITY INDENTIFICATION:

Policy and Strategic Initiatives Branch continues to work collaboratively with various government strategies and initiatives to close the gaps in well-being and quality of life that exist between Aboriginal and northern residents and other Manitobans.

In 2010/11 Branch activities in support of improving Aboriginal education and early childhood development included:

- continued participation with Manitoba's education departments on the renewed Aboriginal Education and Employment Action Plan;
- contribution as a member of Healthy Child Manitoba with Early Childhood Development (ECD) , the Interdepartmental Program and Planning Committee, Manitoba Children's Agenda Coordinating Group and the Provincial Healthy Child Advisory Committee;
- continued partnering with federal and First Nations stakeholders on regional approaches to closing gaps in educational outcomes, i.e. the on reserve School Improvement Project;
- supported and participated in cross-departmental youth initiatives; and
- co-chaired a national working group of provincial/territorial governments and National Aboriginal Organizations in developing recommended actions for improving Aboriginal education outcomes.

In support of improving health and well-being outcomes for Aboriginal people, Policy and Strategic Initiatives:

- co-chaired and supported negotiation and mediation processes of the Intergovernmental Committee on First Nations Health and Health Integration Initiative, including a working group on First Nations Health Human Resources;
- as a Board Member, supported the Neewin Health Care Inc. with continued development of regional health care services in the Island Lake communities;
- completed the first phase (mould remediation) of the redevelopment of the Shamattawa local arena and continued to work with the First Nation and federal government to re-establish the arena as a community recreation and youth resource centre;
- continued to support the implementation of a provincial youth suicide prevention strategy, *Reclaiming Hope,* that included a special focus on Aboriginal youth; and
- participated on committees such as those which focused on the development of a provincial suicide prevention strategy for adults and vulnerable populations, and maternal child health improvements to better serve rural and northern Manitobans needing to access urban based services.

In order to make more economic opportunities available for Aboriginal people, Policy and Strategic Initiatives:

- continued its partnership with the Department of Education, Training and Youth, which included providing funding to Partners for Careers for a store front operation in Winnipeg, and continued a partnership with the Manitoba Association of Friendship Centres to facilitate placement of Aboriginal graduates into career-related job opportunities;
- administered and monitored the Aboriginal Economic and Resource Development (AERD) Fund by assessing project proposals from community-based Aboriginal groups, making recommendations on project funding and disbursing grants;
- continued implementing elements of the Strengthening Aboriginal Participation in the Economy (SAPE) strategy through Aboriginal Employment Partnership Agreements with public and private sector employers;
- continued to provide assistance with Aboriginal internship programs within the Civil Service Renewal Strategy;
- administered an agreement with the Assembly of Manitoba Chiefs, including financing provisions, relating to the First Peoples Economic Growth Fund;
- continued to support the implementation of the Métis Economic Strategy with the Manitoba Metis Federation (MMF) and the Government of Canada, with a particular focus on establishing a Métis Economic Development Fund;
- continued to support transitional funding administration of seven community based projects established under the former Winnipeg Partnership Agreement and supported the planning of the urban Aboriginal component under the new Winnipeg Regeneration Strategy.

Within the departmental goal of meeting constitutional obligations and responsibilities, Policy and Strategic Initiatives:

- completed its work with the Office of the Treaty Commissioner and the Assembly of Manitoba Chiefs to promote greater understanding of treaty obligations by holding a Treaty Days event at the Legislative Building on Manitoba Day, May 12th, 2010;
- continued to monitor and consult with various committees and groups related to federal legislation such as Bill C-8: *Family Homes on Reserves and Matrimonial Interests and Rights Act*, the United Nations Declaration on the Rights of Indigenous Peoples, and the draft Declaration of the Rights of Indigenous Peoples from the Organization of American States.

To foster autonomous, accountable and sustainable Aboriginal and northern communities under the objective of Self-Determination:

- Assumed a leading role in tripartite processes representing the provincial government in discussions and negotiations on Aboriginal self-government and federal/provincial cooperative arrangements for Aboriginal peoples in areas such as:
    - the Sioux Valley First Nation self-government negotiations on the development of a Comprehensive Agreement, which may result in a model for future provincial community-based self-government agreements;
    - the Tripartite Agreement and process with the federal government and the Aboriginal Council of Winnipeg to develop initiatives to address the priorities of Aboriginal people living in Winnipeg; and
    - the Métis self-government negotiations with the Manitoba Metis Federation and the federal government to consider matters of priority to the Métis.

- Completed the approval process for a Manitoba Métis Policy to fulfill one of the recommendations of the Aboriginal Justice Implementation Committee. The Manitoba Métis Policy was officially announced at a joint celebration with the Manitoba Metis Federation at the Legislative Building in November 2010.

- Administered the Aboriginal Development Program by:
    - Reviewed Business Plans and disbursed core funding to the Aboriginal organizations;
    - Provided funding to the Manitoba Metis Federation Inc. and the Aboriginal Council of Winnipeg in support of tripartite negotiations; and
    - Assessed project proposals and disbursed grants for community-based projects benefiting Aboriginal communities.

- Cooperated with other provinces, territories and national Aboriginal groups to address Aboriginal issues, and served as co-chair on two national working groups on the themes of Aboriginal education and violence against Aboriginal women and girls.
- Continued to support Manitoba government's federal-provincial relations processes in preparation for meetings of the Aboriginal Affairs Ministers and National Aboriginal Leaders, and of the Council of the Federation.

Other general program support activities consisted of:

- Responding to requests from other departments to review policies, programs and proposals and provide advice on matters that may concern Aboriginal Manitobans;
- Coordinating information and providing reports to decision-makers on government activities in response to Aboriginal Justice Implementation Commission (AJIC) report recommendations;
- Providing support and information to the Aboriginal Issues Committee of Cabinet; and
- Providing data/statistics and related analysis, as well as general information on the Aboriginal population to other departments and to organizations external to the provincial government.

Major Accomplishments included:

- The City of Winnipeg is now participating on the Aboriginal Council of Winnipeg (ACW) tripartite table with the federal and provincial governments to address issues that are of priority to Aboriginal people in Winnipeg and supports the ACW on a project by project basis.

- $2,781,800 was authorized in fiscal year 2010/11 for the Aboriginal Development Program (ADP). It supported operating costs for the following Aboriginal organizations: Manitoba Keewatinook Ininew Okemowin, Southern Chiefs Organization, Assembly of Manitoba Chiefs, Manitoba Metis Federation, Manitoba Association of Friendship Centres, which includes 11 Friendship Centres throughout the province, the Manitoba Sport & Recreation Council and the Manitoba Association of Aboriginal Languages. It also supported costs associated with a Tripartite Agreement between Canada, Manitoba and the Manitoba Metis Federation and a Tripartite Agreement between Canada, Manitoba and the Aboriginal Council of Winnipeg. This amount includes the Small Grants Component of the ADP which supports capacity building activities of community-based organizations. In 2010/11, the ADP Fund supported 38 small projects.

- $1.4 million was authorized in fiscal year 2010/11 for the Department to continue, for an eleventh year, the Aboriginal Economic and Resource Development (AERD) Fund. The AERD Fund supports projects that demonstrate an ability to achieve improved well-being for Aboriginal Manitobans. Priority is given to projects that address the critical employment situation for Aboriginal people and to projects that assist in addressing the goals of the Northern Development Strategy. In 2010/11, the AERD Fund supported 43 projects. The total budgeted value of the projects was $10,873,142. Total revenue leveraged from sources other than provincial government for the AERD projects was $9,041,934.

- The commitment to host four Aboriginal Women's Regional Gatherings has been fulfilled and a summary of all four gatherings has been finalized into a comprehensive report. Manitoba will analyze the proposed solutions that emerged from the gatherings and will work towards a Manitoba Action Plan giving action to the women's voices.

- Manitoba continued to take action to address the serious issue of violence against Aboriginal women and girls through the Manitoba Action Group on Vulnerable and Exploited Women and Girls and the Integrated Task Force for Missing and Murdered Women. The Department also held a "Wiping Away the Tears Gathering" on June 2- 4, 2010 to provide family members of loved ones who are missing or were murdered with a forum in which to share their experiences, obtain healing, and information. A Report of that gathering has been completed.

- Manitoba held a Christmas Tree Memorial Ceremony at the Legislative Building on December 21, 2010 for the families of missing and murdered Aboriginal women and girls.

- In Phase I of the Missing and Murdered Aboriginal Women's Strategy the Province launched a public awareness campaign known as "What if she was your daughter?" over the period from March 21, 2011 to June 30, 2011.

- At the national level, through the federal/provincial/territorial/ and Aboriginal Affairs Working Group, the Department has assumed the role of co-chair of implementing the Education and Violence Against Aboriginal Women and Girls priorities that were established through the Council of Federation Premiers' meeting with National Aboriginal Organization leaders on August 4, 2010 in Churchill.

- On April 27, 2009, the Government of Canada announced that it will provide $3 million to the First People's Economic Growth Fund (FPEGF) to help establish the Resource and Energy Investment Program (REIP). Together with contributions from Manitoba Hydro's Affordable Energy Fund and Manitoba, through the FPEGF, the REIP will have a total of $5.25 million to support First Nations involvement in major resource and energy projects in Manitoba. The FPEGF has progressed well with its other programs, and a joint Manitoba/Assembly of Manitoba Chiefs working group has begun to develop an evaluation framework and proposed evaluation process, as called for in the FPEGF agreement.

- As a partner on the Intergovernmental Committee on First Nations Health (IC-MFNH) the Department contributed $60,000 towards the Committee's budget for projects. During July 2010 a four day Traditional Healers Gathering was held at OCN (The Pas). Knowledge transfer and exchange occurred as a step in capacity building. Support from the IC-MFNH was essential in planning and conducting this large gathering.

- In addition to the departmental funding provided to support the operations of the eleven Friendship Centres in Manitoba through the Manitoba Association of Friendship Centres, the Department provided $250,000 in 2010/11 towards the third year of a four year Capital Improvement Fund to help the Friendship Centres leverage their resources to update and improve their facilities and grounds to meet health and safety standards. This has allowed the Friendship Centres to initiate eight projects in 2010/11 and leverage $4,087,623.37 in additional funding from other sources.

- The MMF-TSN Agreement supports improved quality of life for Métis people in Manitoba through its work. In 2010/11 this included completion of "Building Tools for Métis Communities," a video and fact sheet that outlines the history of the TSN process and its contribution to the MMF and Métis Manitobans. The video was released at the 2010 MMF-AGA and viewed by an estimated 3,000 members. It is also posted to the MMF website and has been distributed to 140 MMF local offices across the province. Overall, Manitoba has found this tripartite process useful for engaging federal supports for Métis capacity and institutional developments through the MMF.

- The Métis Economic Development Strategy (MEDS) aims to foster strong, healthy and self-reliant Métis families, communities and businesses, so Métis quality of life is comparable to that of other Manitobans. The strategy contains a vision, strategic framework and portfolio of fourteen initiatives. In September 2010 Premier Selinger announced the creation of a $10 million Métis Economic Development Fund which will be operational by summer 2011/12.

- The MMF was also successful in its application to the INAC - Major Resource and Energy Development (MRED) program for $3 million to establish a Métis MRED fund in Manitoba, which was announced jointly by Canada, Manitoba and the MMF on January 18, 2011.

- A major initiative of the Manitoba Métis Policy was to recognize and honour the contributions of Métis people. The members of the Legislative Assembly of Assiniboia – the provisional government which ratified *the Manitoba Act* – have been identified and their history told for the first time. Three-quarters of the assembly was comprised of Métis people. On November 15, 2010, an event was held to commemorate the contribution of the members of the Legislative Assembly of Assiniboia and a plaque, featuring portraits of these members, now hangs across from the Members' Gallery to recognize the important role they played in the creation of the Province. The Métis Policy is the province's strategic policy context to help close the gap in quality of life for the more than 71,810 Métis people living in the province. It will build on the cultural distinctiveness of the Métis as a defining feature of Manitoba's social fabric.

- Aboriginal and Northern Affairs began work with Manitoba Local Government (MLG) on several initiatives under the Aboriginal Capacity Building (ACB) component of the Winnipeg Regeneration Strategy (WRS). The Government of Canada and the City of Winnipeg are the other partners. The three parties signed a five-year Memorandum of Collaboration (MOC), defining their mandates, roles and objectives, on July 16th 2010. The WRS will harness some critically needed resources for key Aboriginal organizations that serve Aboriginal people in Winnipeg. In 2010/11, the partners initiated work on two key projects. The first project is focused on building the organizational capacity of Aboriginal community organizations; the second project will implement a crime prevention through social development approach to community building within a 21- block area in north-end Winnipeg. This work will be undertaken in consultation and partnership with local community members.

19.2(C-3) Policy & Strategic Initiatives

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	1,033	12.00	1,062	(29)	
Other Expenditures	343		357	(14)	
Aboriginal Development Programs	2,947		3,032	(85)	
Aboriginal Economic and Resources Development Fund	1,259		1,125	134	
Partners For Careers	200		200	-	
First People's Economic Growth Fund	5,291		4,292	999	
Total Expenditures	**11,073**	**12.00**	**10,068**	**1,005**	

Aboriginal Consultation Unit

The Aboriginal Consultation Unit works to ensure that Crown-Aboriginal consultations are conducted in a meaningful way with First Nations, Métis and other Aboriginal communities about government decisions that might affect the exercise of Aboriginal and Treaty rights.

The mandate and role of the Unit is to:

- Facilitate Crown-Aboriginal consultations for the Manitoba Government on proposed large-scale projects and projects that require a high level of management;
- To assist in ensuring that Manitoba's consultation obligations to Aboriginal communities are met when government decisions may impact on Aboriginal and treaty rights;
- Provide education and training to government officials and Manitoba's civil servants on *Manitoba's Interim Provincial Policy for Crown Consultations* with First Nations, Métis is and Aboriginal communities;
- Engage and inform First Nations, Métis and Aboriginal communities about Manitoba's approach to Crown-Aboriginal consultations; and
- Develop an overall government strategy on Crown-Aboriginal consultations, including an internal process for addressing 'day-to-day' activities that require Crown-Aboriginal consultations.

Activities:

The Aboriginal Consultation Unit has maintained staffing levels of two facilitators, the Director and one Administrative Assistant and continues with the following:

- Assists provincial departments on a number of Crown-Aboriginal consultations.
- Initiates and participates in the Crown Consultation Steering Committee's consultation planning process for a number of proposed projects in Manitoba.

The education course entitled *Duty to Consult: Crown-Aboriginal Consultations - The Way Forward* which was designed to be delivered to civil servants in all government departments was recently reviewed and revised. The course has been reduced from a two day course to a one day course. This course is delivered in partnership with Manitoba Civil Service Commission's Organizational Staff Development (OSD) Branch.

- The course provides provincial employees, whose work may infringe Treaty and Aboriginal rights, with a working knowledge of *Manitoba's Interim Policy and Guidelines for Crown Consultations* with Aboriginal Peoples. These guidelines support the interim policy, Treaty and Aboriginal rights and foster the skills required to conduct Crown-Aboriginal consultations.

- The revised course has been piloted to two departments which included approximately 50 staff. The previous course has been delivered to 165 Civil Servants to date, and now the one day course will be available to be delivered to individual departments on an as requested basis as well as on a quarterly basis (September to June) to staff within government.

- Engages and delivers community presentations as requested by individual communities, Tribal Councils, Resource Management Boards and other organizations.

- Provides secretariat support to the Crown-Aboriginal Consultation Interdepartmental Working Group.

- Continues to implement an engagement strategy with First Nations, Métis communities and organizations on the role of the Aboriginal Consultation Unit and *Manitoba's Draft Policy and Guidelines on Crown Consultations with Aboriginal Peoples.*

- Contributed to the development and finalization of a *Draft Proponent Guide* and the *Draft Accommodation Paper* and further developed templates to assist government departments in the implementation of Crown-Aboriginal consultations.

- Contributed to the review of the Crown Aboriginal Participation Fund (CAPF) which is a $5 million dollar fund over a five year period that is intended to assist communities' participation in specific Crown consultations.

Major Accomplishments:

The Aboriginal Consultation Unit (ACU) continues to work with the Inter-Departmental Working Group (IDWG) which meets on a monthly basis.

In efforts to ensure that Manitoba's approach to Crown Consultation is efficient; Manitoba has completed an internal review of the Mandates and Effectiveness of the Crown-Aboriginal Inter-Departmental Working Group and the Aboriginal Consultation Unit. Recommendations from this report are currently being implemented.

The Community Participation Fund (CPF) which was announced January 25, 2010, is being accessed by First Nations, Métis and other Aboriginal communities in partnership with departments involved in specific Crown consultations. The fund has been in operation for approximately 18 months providing for the participation of numerous communities in the process of Crown consultations.

A Discussion Paper on Accommodation Measures is under review and discussion by departmental officials. This paper will help guide departments when considering accommodation measures related to Crown consultation activities.

A Draft Proponent Guide has been developed to support proponents who are engaging with Aboriginal communities. The guide is intended to support proponent to relate to the communities in a meaningful and respectful manner as they initiate and implement activity where it may impact on the Aboriginal and Treaty rights of the respective populations.

The ACU continues to assist provincial departments, directly and indirectly, in a number of Crown-Aboriginal consultations.

Engagement

The Manitoba Deputy Premier and Aboriginal and Northern Affairs Minister, Eric Robinson co-hosted a First Nation Round Table on Consultation in partnership with the Assembly of Manitoba Chiefs (AMC). This First Nation Round Table took place on June 4th, 2010 at the Brokenhead Ojibway First Nation. A number of Cabinet Ministers and Chiefs were in attendance for the one day event. A commitment to form two working tables including resource benefit sharing and a review of the Interim Provincial Policy & Guidelines for Crown Consultation was made at this event. Manitoba is awaiting further response from the Chiefs Committee on Crown Consultation from AMC. Manitoba has also committed to host a similar event with the Manitoba Métis Federation (MMF). Planning has been initiated with MMF.

The ACU continues to attend to community presentations as requested by individual communities. Recent presentations specifically about the Interim Policy include Swan Lake First Nation, Cross Lake First Nation, Norway House Cree Nation, Norway House Community Council, the Incorporated Community of Cross Lake, Misipawistik Cree Nation, Tootinaowaziibeeng First Nation, Nisichawaysihk Cree Nation and a group of Northern Affairs communities in the east side of Manitoba.

Please note the reference to Swampy Cree Tribal Council (SCTC) under the Education component.

Education

In partnership with Organizational Staff Development (OSD) a two day course which was developed for Civil Servants was reduced to a one day education event. The course was piloted on February 9, 2011 to MIT staff. The course entitled *Duty to Consult: Crown Aboriginal Consultation – The Way Forward* will be piloted once more before being refined and delivered to the general civil service. This course will be facilitated internally and administered by OSD with presentations provided by staff from Constitutional Law and the ACU.

Efforts have been established through a funding relationship with Swampy Cree Tribal Council (SCTC) to explore opportunities for the development of an Aboriginal focused education component. This will be a collaborative effort geared towards increasing a common understanding of Crown consultation from the community perspective. The ACU is leading discussions with SCTC which are on-going.

Communication

The website for the ACU is up and available to the public. The website includes a brief background on the establishment of the ACU and provides access to the Manitoba's *Interim Provincial Policy and Guidelines for Crown Consultations* with First Nations, Métis Communities and other Aboriginal Communities. This website is updated and managed on an ongoing basis.

The ACU manages the internal website which is designed to assist government staff in accessing tools to support the process of Crown-Aboriginal consultations. The site has proven a valuable tool for civil servants

19.2(C-4) Aboriginal Consultation Unit

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	320	4.00	320	-	
Other Expenditures	189		189	-	
Total Expenditures	**509**	**4.00**	**509**	**-**	

Communities Economic Development Fund

Gordon Wakeling - General Manager and CEO

The Communities Economic Development Fund (CEDF) is a provincial Crown Corporation (*Communities Economic Development Fund Act – C155 Consolidated Statutes of Manitoba)* whose objective is to encourage economic development in Northern Manitoba with specific emphasis on the needs of small business and community development corporations. It may do so by providing financial and other forms of assistance. CEDF delivers services under three program areas.

The Business Loans Program provides financial assistance in the form of loans and loan guarantees for viable economic enterprises. The loan applicants must comply with specific criteria, established in regulations, to become eligible. Business loans can be for the purposes of start-up, expansion, and in certain cases, restructuring.

The Fisheries Loan Program provides capital to the commercial fishing industry, assisting fishers with the purchase or repair of fishing equipment and the purchase of quota entitlements, and investing in processing, handling, and marketing facilities. The program is available to licensed Manitoba commercial fishermen as well as to Manitoba based businesses handling solely products harvested or grown in the province.

CEDF delivers community economic development based programming including technical assistance to local entrepreneurs, and to community development corporations and economic development offices. In addition, CEDF delivers programs under the Rural Economic Development Initiative on a contract.

CEDF is managed by a Board of Directors which reports to the Minister Responsible for the CEDF Act, currently the Minister of Aboriginal and Northern Affairs.

Details of the CEDF programs, and its Annual Report and detailed Financial Statements are available at its website www.cedf.mb.ca .

19.2(D) Communities Economic Development Fund

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	Estimate 2010/2011 $	Variance Over (Under)	Expl. No.
Total Expenditures	**1,469**		**1,470**	**(1)**	

Amortization of Capital Assets

This represents the amortization of the Department's computer equipment provided by Desktop Management and the Better Methods (SAP) initiatives.

19.4 Amortization of Capital Assets

Expenditures by Sub-Appropriation	Actual 2010/2011 $	Estimate 2010/2011 FTE	$	Variance Over (Under)	Expl. No.
Total Expenditures	**115**		**115**	-	

Financial Information

Reconciliation Statement

DETAIL	2010/2011 ESTIMATES
2010/2011 Main Estimates	$36,866
2010/2011 ESTIMATES	$36,866

Department of Aboriginal and Northern Affairs

Expenditure Summary

For fiscal year ended March 31, 2011 with comparative figures for the previous year.

Estimate 2010/2011 $(000's)	Appropriation	Actual 2010/2011 $(000's)	Actual 2009/2010 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19-1 Aboriginal and Northern Affairs Executive				
46	a) Minister's Salary	37	19	18	
	b) Executive Support				
780	Salaries	758	895	(137)	
265	Expenditures	265	259	6	
1,045		1,023	1,154	(131)	
1,091	**Total 19-1**	**1,060**	**1,173**	**(113)**	

Estimate 2010/2011 $(000's)	Appropriation	Actual 2010/2011 $(000's)	Actual 2009/2010 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations				
	a) Financial and Administrative Services				
305	Salaries	293	491	(198)	
94	Expenditures	100	117	(17)	
399		393	608	(215)	
	b-1) Programs and Operational Support				
237	Salaries	216	210	6	
88	Expenditures	88	95	(7)	
10,149	Community Operations	10,149	9,874	275	
486	Regional Services	486	478	8	
323	Grants	323	323	-	
585	Northern Healthy Foods Initiative	585	585	-	
4,069	Capital Grants	4,199	5,148	(949)	
1,032	Community Capital Support	1,032	252	780	
16,969		17,078	16,965	113	
	b-2) Northern Region				
1,106	Salaries	989	1,000	(11)	
358	Expenditures	365	371	(6)	
1,464		1,354	1,371	(17)	
	b-3) North Central Region				
1,014	Salaries	1,011	1,038	(27)	
298	Expenditures	291	271	20	
1,312		1,302	1,309	(7)	

Estimate 2010/2011 $(000's)	Appropriation	Actual 2010/2011 $(000's)	Actual 2009/2010 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations (continued)				
	b-4) Northern Affairs Fund				
249	Salaries	257	244	13	
53	Expenditures	56	49	7	
302		313	293	20	
	b-5) Program Planning and Development				
590	Salaries	585	582	3	
136	Expenditures	136	145	(9)	
726		721	727	(6)	
	c-1) Support Services				
362	Salaries	381	388	(7)	
81	Expenditures	81	86	(5)	
443		462	474	(12)	
	c-2) Agreements Management				
588	Salaries	589	507	82	
129	Expenditures	276	447	(171)	
-	Recovery From Enabling Vote(26-1)	(147)	(325)	178	
1,281	Agreements Implementation	1,278	4,606	(3,328)	1
1,998		1,996	5,235	(3,239)	

1 This increased expenditure in 2009-10 is due to a liability adjustment required for the Cross Lake and Norway House community's compensation agreements.

Estimate 2010/2011 $(000's)	Appropriation	Actual 2010/2011 $(000's)	Actual 2009/2010 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations (continued)				
	c-3) Policy & Strategic Initiatives				
1,062	Salaries	1,033	989	44	
357	Expenditures	343	531	(188)	
3,032	Aboriginal Development Programs	2,947	3,056	(109)	
1,125	Aboriginal Economic and Resources Development Fund	1,259	1,256	3	
200	Partners for Careers	200	200	-	
4,292	First Peoples Economic Development Fund	5,291	4,572	719	
10,068		11,073	10,604	469	
	c-4) Aboriginal Consultation Unit				
320	Salaries	320	288	32	
189	Expenditures	189	171	18	
509		509	459	50	
1,470	d) Communities Economic Development Fund	1,469	1,515	(46)	
35,660	**Total 19.2**	**36,670**	**39,560**	**(2,890)**	

Expenditure Summary (continued)

Estimate 2010/2011 $(000's)	Appropriation	Actual 2010/2011 $(000's)	Actual 2009/2010 $(000's)	Increase (Decrease) $(000's)	Explanation No.
115	19-3 Amortization of Capital Assets	115	141	(26)	
115	**Total 19-3**	**115**	**141**	**(26)**	
36,866	**TOTAL EXPENDITURES**	**37,845**	**40,874**	**(3,029)**	

Department of Aboriginal and Northern Affairs

Expenditure Summary by Main Appropriation

For fiscal year ended March 31, 2011 with comparative figures for the previous year.

Estimate 2010/2011 $(000's)	Appropriation	Actual 2010/201 $(000's)	Actual 2009/2010 $(000's)	Increase (Decrease) $(000's)	Explanation No.
1,091	19-1 Aboriginal and Northern Affairs Executive	1,060	1,173	(113)	
35,660	19-2 Aboriginal and Northern Affairs Operations	36,670	39,560	(2,890)	
115	19-3 Amortization of Capital Assets	115	141	(26)	
36,866	**Total**	**37,845**	**40,874**	**(3,029)**	

Department of Aboriginal and Northern Affairs

Five Year Expenditure and Staffing by Appropriation ($000's)

For years ending March 31, 2007 - March 31, 2011

Actual/Adjusted Expenditures

Appropriation	2006-2007 FTE	2006-2007 $	2007-2008 FTE	2007-2008 $	2008-2009 FTE	2008-2009 $	2009-2010 FTE	2009-2010 $	2010-2011 FTE	2010-2011 $
Aboriginal and Northern Affairs Executive	15.00	1,109	15.00	1,128	15.00	1,151	15.00	1,173	13.00	1,060
Aboriginal and Northern Affairs Operations	69.50	23,031	79.00	37,565	79.00	39,596	79.00	39,560	79.00	36,670
Acquisition/Construction	4.00	9,720		-		-		-		-
Amortization of Assets		170		168		143		141		115
Total Expenditure	**88.50**	**34,030**	**94.00**	**38,861**	**94.00**	**40,890**	**94.00**	**40,874**	**92.00**	**37,845**

Department of Aboriginal and Northern Affairs

Revenue Summary by Source ($000's)

For year ended March 31, 2011 with comparative figures for the previous fiscal year

Actual 2009/2010	Actual 2010/2011	Increase (Decrease)	Source	Actual 2010/2011	Estimate 2010/2011	Variance	Expl. No.
			Other Revenue:				
			a) Sundry				
-	-	-	Recoveries From Community Councils	-		-	
116	160	44	Chief Place of Residency	160	130	30	
116	160	44		160	130	30	
			Government of Canada:				
75	87	12	a) Northern Flood	87	100	(13)	
191	**247**	**56**	**TOTAL DEPARTMENT**	**247**	**230**	**17**	

DEPARTMENT OF ABORIGINAL AND NORTHERN AFFAIRS

FISCAL YEAR 2010-11

PERFORMANCE REPORTING

The following section provides information on key performance measures for the department for the 2010-11 reporting year. This is the third year in which all Government of Manitoba departments have included a Performance Measurement section, in a standardized format, in their Annual Reports.

Performance indicators in departmental Annual Reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities, and their impact on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit www.manitoba.ca/performance

Your comments on performance measures are valuable to us. You can send comments or questions to mbperformance@gov.mb.ca.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Well-being / economic success of Aboriginal people in Manitoba, as measured by: (a)the difference between Aboriginal and non-Aboriginal median incomes for individuals age 15 and over; and (b) the difference between median employment incomes between Aboriginal and non-Aboriginal individuals aged 15 and over	Income is a key indicator of economic success, potential standard of living and the ability to provide more than the basic necessities of life. The difference in median income levels is an indication of the relative well-being of Aboriginal and non-Aboriginal people. The difference in median employment incomes focuses on the gap in employment incomes.	Median income for: Aboriginal individuals age 15 and over: $13,979* Non-Aboriginal individuals age 15 and over: $24,270* Gap = $10,291 Median Employment Income for: Aboriginal individuals age 15 and over: $25,843* Non-Aboriginals age 15 and over: $33,553* Gap: $7,710	Median income for: Aboriginal individuals age 15 and over: $15,246 Non-Aboriginal people age 15 and over: $25,614 Gap = $10,368 Median Employment Income for: Aboriginal individuals age 15 and over: $26,588 Non-Aboriginals age 15 and over: $33,136 Gap = $6,548	Looking at the 1996, 2001 and 2006 Census results, the trend in median incomes has been stable over time. This is a population-wide measure that is slow to change. In the 1996 Census, Aboriginal people age 15 and over had a median income of $10,408* as compared to $19,524* for non-Aboriginals. Gap = $9,116. The reduction in the gap in median employment incomes between 2000 and 2005 has been substantial.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence median income levels. Income levels vary greatly among Aboriginal groups (i.e., First Nations, Metis and Inuit).

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
		* Amounts are for 2000, in constant dollars, adjusted for inflation in 2006. Source: Census 2006	Amounts are for 2005 Source: Census 2006	The gap for those with full-time, full-year earnings in 2005 is even smaller: $5,577 (Non-Aboriginal: $37,232 vs. Aboriginal: $31,655) Gap: $5,577	
Well being / educational attainment of Aboriginal people in Manitoba, as measured by the difference between the proportion of Aboriginal and non-Aboriginal people age 25 - 64 with a high school graduation certificate or greater.	Educational attainment affects the standard of living and general level of well-being of individuals and families. The difference in educational attainment with a focus on high school completion provides one indicator or the relative well-being of Aboriginal people in Manitoba. The goal is to see this gap decrease over time.	Statistics Canada changed the method for collecting data on Aboriginal education outcomes. This has resulted in a re-establishment of the baseline to 2006. Previous baseline: According to the 2001 Census, 44.0% of Aboriginal people age 15 and over had a high school graduation certificate or greater as compared to 64.0% for non-Aboriginal people. This reflects a difference of 20.0 percentage points. Note: Given changes made to the Census questions related to education previous results are not comparable to 2006 figures.	According to the 2006 Census, 59% of Aboriginal people age 25 - 64 had a high school graduation certificate or greater as compared to 83% for non-Aboriginal people. This reflects a difference of 24 percentage points. Between the 2001 and 2006 Census, the number of Aboriginal people that have attained a Bachelor's Degree have increased by 53% compared to 9.3% for Non-Aboriginal. The number of Master's degree for Aboriginal people has increased by 82% vs. 25% for Non-Aboriginal.	Given changes made to the Census questions related to education, 2001 results are not comparable to 2006 figures. Over time, when additional data becomes available, using this new question format, we may be able to see whether a trend is developing. Levels of educational attainment vary greatly across and within Aboriginal groups and place of residence (on/off reserve). Between the 2001 and 2006 Census surveys there has been an impressive increase in the number of Aboriginal respondents with post-secondary credentials.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence educational attainment. Levels of educational attainment vary greatly among Aboriginal groups. (i.e., First Nations, Metis and Inuit). Manitoba's Aboriginal and non-Aboriginal populations have different age structures. For example, the median age of Aboriginal people in 2006 was 24 years as opposed to the non-Aboriginal median age of 40 years. For the period report there was an overall loss of tradespersons in Manitoba due to retirements and to out-migration to better wage-paying jurisdictions during the building boom of a few years ago.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
			Trade certificate /Diploma have increased by 9.5% for Aboriginal peoples vs. a decrease of 7.5% for Non-Aboriginal.		
Progress of Treaty Land Entitlement (TLE) land transfers is measured by the number of acres of land transferred by Manitoba to Canada.	Acreage transferred to Canada under TLE indicates a fulfillment of Manitoba's Constitutional obligation to Entitlement First Nations and may lead to increased economic and social opportunities for them as their land base is increased. In August 2006, a commitment of 150,000 acres per year for the next four years was made by Canada and reaffirmed by the Premier. The annual amounts transferred each year is calculated in August of the year.	Under existing TLE agreements, Entitlement First Nations may select or purchase a total of 1,423,110 acres of land.	As at March 31, 2006, Manitoba has transferred 195,907 acres (14%) of Crown land and/or residual interests in land to Canada. As of March 31, 2007, Manitoba has transferred 295,689 acres (21%) of Crown land and/or residual interests in land to Canada. As of March 31, 2008, Manitoba has transferred 427,926 acres (30%) of Crown land and/or residual interests in land to Canada. As of March 31, 2009, Manitoba has transferred 458,418 (31%) of Crown land and/or residual interests in land to Canada.	Number of acres transferred increasing. The amount of land transferred in a given year is dependent on numerous parties and reflects years of effort leading up to transfer. As issues that impact the transfer of land are addressed, transfers of land for Entitlement First Nations will increase.	Although a reflection of Manitoba meeting its Constitutional obligations, acreage transferred in a given year reflects work that has occurred over a number of years. It is also a limited measure of its potential impact on the economic benefit of land transfers. For example, a relatively small parcel of land transferred to reserve status that is close to an urban centre may have much greater impact than a very large parcel in a far northern location that has been selected for purely cultural or historical reasons by the Entitlement First Nation. In the land transfer process, Manitoba transfers the land to Canada, who then sets the land apart as reserve for the use and benefit of the First Nation. Although Manitoba is involved in the second part of the process, it does not control it.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
	In November 2009, the Auditor General's office audited TLE implementation (Value for Money Audit) and provided recommendations in a report to the Legislative Assembly that ANA is obligated to implement. In October 2010, the Standing Committee on Public Accounts (Legislative Assembly of Manitoba Committees Branch) requested the Deputy Minister's appearance to answer questions relating to the Auditor General's 2009 report "Meeting Manitoba's Obligation under the 1997 Treaty Land Entitlement Framework Agreement.		As of March 31, 2010, Manitoba has transferred 504,887 (36%) of Crown land and/or residual interests in land to Canada. As of March 31, 2011, Manitoba has transferred 583,046 acres (41%) of Crown land and/ or residual interests in land to Canada As of March 31, 2011 Manitoba has coordinated a minimum of four meetings per year with eight of the nine Resource Management Boards.		In this measurement, we are reporting the land transferred by Manitoba to Canada.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
	Fulfillment of Manitoba's obligations under each Agreement: land, Resource Management Boards and financial compensation.				
Progress of hydro-electric development settlement agreements is measured in part, by the number of acres/parcels transferred by Manitoba to Canada and converted to Reserve or survey and transfer of "fee-simple" lands to the band-based Land Corporation. Progress of the Resource Management Boards is also measured. Payment streams are coordinated.		14 hydroelectric settlement agreements were signed between 1977 and 2010 with a total of approximately 350,000 acres of land to be converted to reserve status or transferred to a band-based land corporation. Nine of the settlement agreements have Resource Management Boards, each with a required minimum of four meetings per year.	In 2003/04 Manitoba and Manitoba Hydro implemented a 15-month Action Plan with Cross Lake First Nation. On-going yearly Action Plans have been implemented at a cost of approximately $5.6 million each year to meet obligations within the Northern Flood Agreement and Orders of the NFA Arbitrator.	Similar to the TLE process, the amount of land transferred under each settlement agreement is depended on numerous factors, some of which are beyond Manitoba's control. Each Resource Management Board to hold a minimum of four Board meeting each fiscal year.	Manitoba is signatory to 14 hydroelectric settlement agreements and has obligations to fulfill the requirements as set out in the Agreements.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Progress of negotiations is measured by number of agreements finalized and implemented.	Fulfillment of Manitoba's obligations under various commitments, (e.g. Sign-off on two outstanding hydroelectric development settlement agreements will satisfy the requirements of legal claims filed by Cross Lake and Norway House Community Councils).	Eight agreements are currently in various stages of negotiations, (e.g. Once the settlement agreements are signed by Manitoba, Manitoba Hydro and the Communities of Cross Lake and Norway House, it will release the legal claim against Manitoba).	Manitoba made commitments that outline obligations (e.g. In 1992 Cross Lake and Norway House Community Councils filed Statement of Claims in the Court of Queens Bench against Manitoba, Manitoba Hydro and Canada. On April 30, 2003 Cross Lake and Norway House Community Councils, Manitoba and Manitoba Hydro signed Agreements-in-Principle to guide the completion of comprehensive settlement agreements).	2009/10 Action Plan ($5.6M) implemented at Cross Lake, Manitoba's cost was $197,063.88. Programs include Commercial Trapping, Domestic Fishing, Hot Lunch Program, Alternative Foods and Gardening and Nelson River Sturgeon Board. Increasing pressure from First Nations/Communities to conclude negotiations and finalize agreements. The negotiations are at different stages in the process and final agreements are subject to Cabinet approval. (e.g. On June 16, 2010, Cross Lake Community voted in favor of the Settlement Agreement. Norway House community is in the Crown Consultation stage and once this is completed the community approval process will commence).	Various target dates are depended on numerous factors, many of which are beyond Manitoba's control, (e.g. the draft settlement agreements are subject to Crown obligation consultations and the community approval process).

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Progress on Crown-Aboriginal Consultations	To ensure that the Aboriginal Consultation Unit (ACU) assists Manitoba in meeting its Constitutional Duty to Consult and upholding the Honour of the Crown.	The ACU, created in 2007, has completed 10 Crown-Aboriginal consultations to date. The Crown Aboriginal Community Participation Fund (CAPF) was introduced to support communities' participation in specific consultations. This was a five-year commitment of $1M per year to support communities to participate in Crown consultations.	The ACU has eight Crown-Aboriginal Consultations that are currently in progress at various stages. Additionally, there are three major projects that are imminent.	Through more experience, consultations are moving forward more expediently allowing the ACU to take on more consultations and provide greater assistance to departments. Manitoba's approach to consultations is constantly improving with the introduction of new method and tools, case law developments and increased departmental awareness of ACU's role.	
Progress on Educating Civil Servants	Civil Servants working with Crown resources and those working regularly with Aboriginal people need to have the knowledge and skills to conduct Crown-Aboriginal consultations in a manner consistent with the Interim Provincial Policy	The Duty to Consult – *The Way Forward* Workshop was recently revised from a two-day to a one-day session and has been delivered to two departments in partnership with OSD.	To date approximately 225 civil servants have completed the workshop.	The workshop has allowed for an increase in departmental awareness and understanding which, in part, aides in a more consistent consultation process application across government.	

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Progress on informing and Educating First Nations, Métis communities and other Aboriginal communities	First Nations, Métis communities, and other Aboriginal communities have varying levels of experience with Manitoba's approach to Crown-Aboriginal Consultations.	A standard community presentation on Crown-Aboriginal Consultations has been developed	The ACU has made over 60 presentations to communities and organizations and will continue to seek out opportunities to meet with communities and organizations to provide information on Manitoba's Duty to Consult. Discussion on the possibility of a further phase of this project. Approximately two-thirds of Manitoba Chiefs attended the Round Table.	Relationships with communities are improving and understanding of Manitoba's Duty to Consult is increasing with the availability of the CAPF.	
	A booklet on the CAPF was produced and distributed to every Aboriginal community in Manitoba. Providing information, seeking feedback on Manitoba's approach and answering questions help to increase awareness and understanding of the process.	The ACU entered into agreement with the Swampy Cree Tribal Council (SCTC) with the objectives of sharing information on Manitoba's Policy, determining what works and understanding challenges experienced by SCTC First Nation communities.	Commitments to AMC include the establishment of two tables, including a review and revision of the Interim Policy, as well as, looking at resource benefit sharing.	Others chose not to attend as they believe AMC does not represent them when it comes to their rights.	

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
		A Round Table was held on June 4, 2010 between the Assembly of Manitoba Chiefs (AMC) and Manitoba, including a number of Ministers. A similar commitment to host a table between the Manitoba Metis Federation and Manitoba has been made.		MMF has not submitted a proposal at this time.	
The autonomy of communities recognized under The Northern Affairs Act as measured by the number of those communities meeting the criteria for incorporation.	Incorporation is the most autonomous and independent status that a community can achieve. ANA's role is to assist communities achieve the administrative and operational development consistent with the criteria for incorporation.	As of March 31, 2009, two communities were incorporated. This year we are introducing a new baseline: number of communities meeting the criteria for incorporation. At March 31, 2011 of 37 communities that could potentially incorporate, three are incorporated and a further 6 meet the criteria for incorporation. In total, 9 communities or 24% have met the criteria for incorporation.	As of March 31, 2011, three communities are incorporated. A further 6 have met the criteria for incorporation.	The first community to incorporate was in 1999. In total, four communities have incorporated, one of which has since transferred to reserve status in 2005-06. The decision to pursue incorporation is that of each community based on individual circumstances and careful deliberation often over a protracted period.	The Local Government Development Division actively promotes incorporation for communities that have achieved an advanced level of development. Communities making this transition are supported with additional resources for the first two years after incorporation. Several communities are considering incorporation in 2011-12.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2009-2010 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
The renewal or replacement of water treatment facilities as measured by the number of facilities upgraded relative to the number of facilities being operated.	The age and condition of water treatment infrastructure is an important factor in producing potable water.	A study conducted in 2001 led to development of a replacement schedule for all 38 water treatment plants.	To March 31, 2011 upgrades or replacements were completed on 16 of 38 facilities.	Water treatment facilities are being replaced on a priority basis. Higher standards and increasing costs have impacted the replacement schedule.	Plants are being replaced on a priority basis within existing resource constraints.